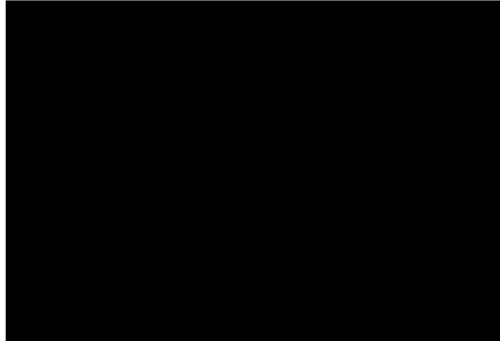


CIA RETIREMENT BOARD MEETING

2:00 p. m., 17 September 1970

25X1A9a

PRESENT:



- Chairman
- DDS&T Member
- DDI Member
- Alternate DDP Member
- Alternate DDS Member
- Alternate Legal Advisor
- Recording Secretary
- Executive Secretary

- for his own case only

1. The Board reviewed the minutes of the 6 August 1970 meeting and approved them as presented.

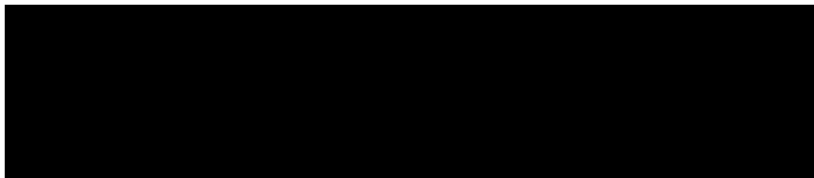
25X1A9a

2. The Board tabled the case of [REDACTED], in order that he might be invited to appear before the Board in his own behalf.

3. The Board considered the cases of 42 employees who had been nominated for designation as participants in the System and 3 requests for voluntary retirement. The Board took action as follows:

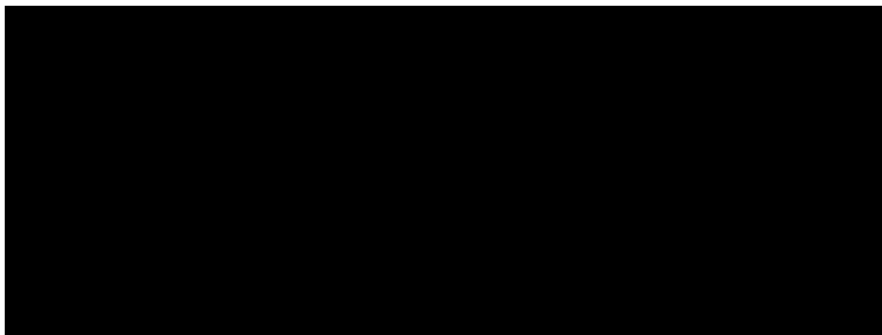
- a. Recommended designation as participants of the following named employees who have completed more than 15 years of Agency service:

25X1A9a



- b. Recommended designation as participants of the following named employees who have completed more than 5 years of Agency service:

25X1A9a



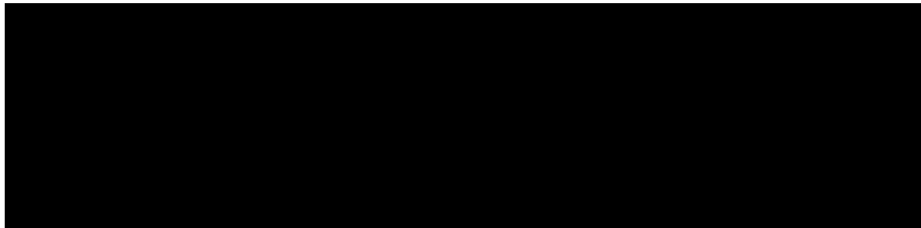
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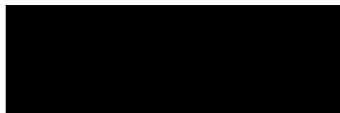
3. b. (Continued)

25X1A9a



c. Recommended approval of the requests for voluntary retirement, on the dates shown below, received from the following participants:

25X1A9a



- 30 September 1970
- 30 November 1970
- 31 December 1970

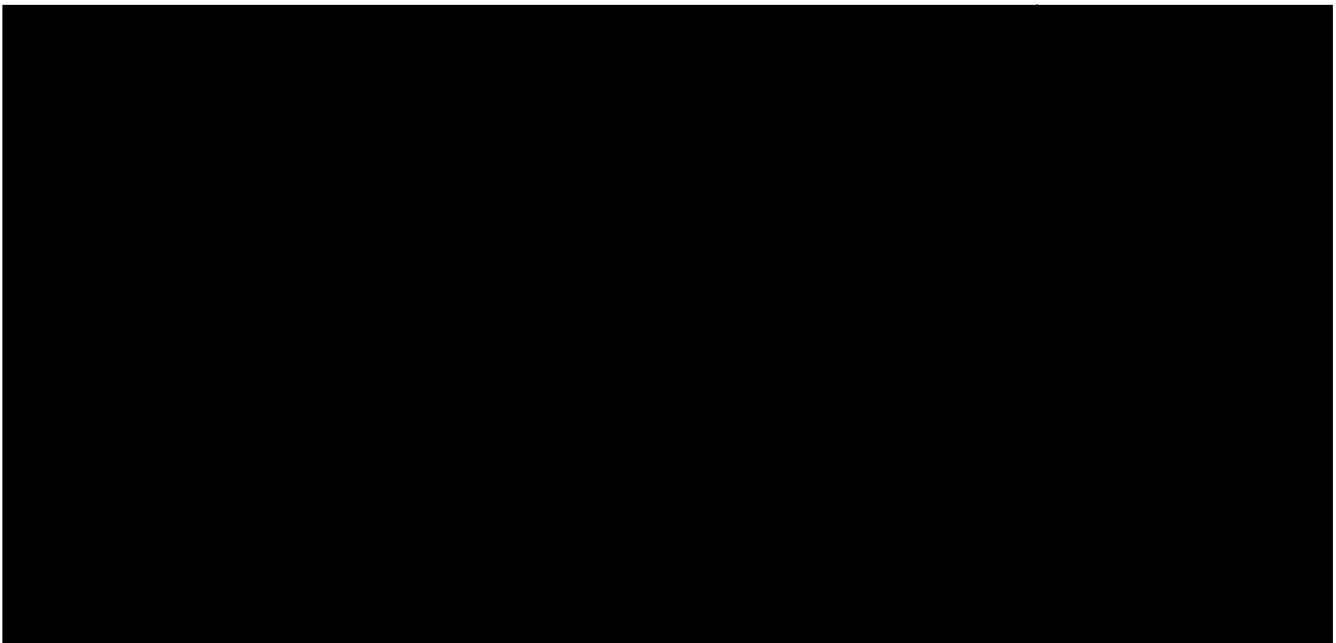
25X1A9a

4. [REDACTED] requested that he be removed from the CIA Retirement and Disability System and transferred to the Civil Service Retirement System. [REDACTED] will complete 36 years and 10 months of creditable service on 5 November 1961, and therefore would receive a higher retirement annuity under the Civil Service System if his retirement is effective after that date. In accordance with the established policy of the Board it was recommended that [REDACTED] request be approved.

25X1A9a

25X1A9a

25X1X4



25X1A9a

The Board determined that [REDACTED] had performed sufficient periods of service, which were qualifying under the provisions of [REDACTED] which when added to his overseas service would total more than the required

25X1A

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60 months of qualifying service. In reviewing this case the Board noted that [REDACTED] performed these duties over a 24 month period and concluded that during this period he had performed 9 months which were creditable as qualifying service. The Board recommended that [REDACTED] be approved for designation as a participant in the System and that his request for voluntary retirement be approved.

6. [REDACTED] requested that he be designated as a participant in the CIA Retirement and Disability System based partially on domestic qualifying service, and that he be approved for voluntary retirement effective 31 January 1971. [REDACTED] has completed 50 months of verified overseas

service. [REDACTED] states that during his tours of duty at Headquarters, which have included 4 years at the [REDACTED] of the Office of Logistics, approximately 50 per cent of each working day was devoted to support of stations, bases and projects located outside the continental limits of the United States. The Director of Logistics recommended that [REDACTED] request be approved. The Deputy Director for Support stated that he has not found facts which meet regulatory and current case experience criteria for qualifying domestic service, and he does not concur in this request. The Board concluded that [REDACTED]'s domestic service was not qualifying under any of the provisions [REDACTED] and therefore he did not meet the criteria for designation as a participant. The Board recommended that [REDACTED] request be disapproved.

25X1A9a

7. [REDACTED], [REDACTED], requested that her retirement be further deferred until 9 March 1973, when she will complete 30 years of service. She became 60 years of age in August 1970 and was previously granted an extension until 31 August 1971. She contends that based on an estimated annual annuity of \$4,186.00 it will be very difficult for her to fulfill her obligations to her family. The Director, [REDACTED] stated that should [REDACTED] request be granted, [REDACTED] could continue to make excellent use of her services because of her sustained high production and high quality performance. D/[REDACTED] with the concurrence of the Acting Deputy Director for Intelligence, recommended that [REDACTED] be granted a further deferment until 31 August 1972. The Board recommended that [REDACTED] be granted a deferment of her retirement until 31 August 1972 based on: (a) the expressed desire of the D/[REDACTED] to retain her services for an additional year; and (b) consideration of her financial situation.

8. [REDACTED] Central Reference Service, requested that his retirement be deferred until 31 July 1972 for compassionate reasons. [REDACTED] will become 60 years of age in July 1971, at which time he is currently scheduled to retire. In October 1967 [REDACTED] was downgraded from grade GS-11 to GS-06, and after the salary retention period ended in October 1969 his salary was reduced by \$3,341.00 per year. [REDACTED] notes the severe financial hardship this has had on his family. The Director, Central Reference Service stated that CRS can continue to make good use of [REDACTED]'s services in a position which is essentially clerical in nature, and he strongly recommended that the request be approved. The Acting Deputy Director for Intelligence has recommended approval. The Board noted that [REDACTED] had inquired regarding transferring to another government agency, but the best he could get would be a GS-03. The Board recommended that [REDACTED] be granted an extension of his

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S E C R E T

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retirement until 31 July 1972 based on the compassionate reasons involved and in consideration of the fact that his services can be used to advantage.

9. The next case was the Fifteenth Anniversary Review of [REDACTED]. 25X1A9a
[REDACTED] will complete 15 years of Agency service on 16 January 1971.
25X1A9a [REDACTED] has completed 54 months and 3 days of overseas qualifying service.
The Director of Communications stated that there are no plans for [REDACTED] 25X1A9a
to complete the additional time prior to his 15th Anniversary date and that he
has performed no domestic service which can be considered as qualifying, and he
25X1A9a recommended that [REDACTED] be removed from the System. The Board recommended
25X1A9a that [REDACTED] be removed from the System, based on not having completed the
criteria specified for the 15th Anniversary Review. 25X1A9a
10. The final case was the Fifteenth Anniversary Review of [REDACTED] 25X1A9a
25X1A9a [REDACTED], who will complete 15 years of Agency service on 3 October 1970.
25X1A9a [REDACTED] has completed 48 months and 29 days of overseas qualifying service. The DDP/OP
stated that [REDACTED] has performed no domestic service which can be considered
as qualifying service, and he recommended that she be removed from the System.
25X1A9a The Board recommended that [REDACTED] be removed from the System, based on not
having completed the criteria specified for the 15th Anniversary Review.

11. The meeting adjourned at 3:00 p. m.

25X1A9a

[REDACTED]
Executive Secretary

SECRET

. . . . The CIA RETIREMENT BOARD convened at 2:00 p.m.
on Thursday, 17 September 1970, with the following present:

25X1A9a

Chairman
DP Alternate Member
DI Member
ET Member
DS Alternate Member
Jr., Legal Adviser
Executive Secretary
Recording Secretary

- in his own behalf. ✓

25X1A9a

I'm sure you all have the statistics brought up to date as of 1 September, and we had them stenciled and delivered. It adds up to exactly 100 as of 1 September. In other words, adding to the 62 after you subtract the two for disability you then have 18 signed and waiting and 16 in another status and four in another and it all adds up to 100.

25X1A

I did mention to Bannerman I get terribly itchy whenever I see an optional Civil Service retirement at age 60 and they have not signed and they are a month away from retirement --

25X1A9a

25X1A9a

-- has signed. is down below -- down at -- so they have to get it down there.

25X1A6a

25X1A9a

I assume the minutes are ready. This is the one we asked to have rewritten. The case does point out that we haven't done as good a job as we should do, even when we are all so firmly convinced it is no good. We tend possibly not to give adequate rationale. I reviewed the verbatim on and I think we will try to throw a little better rationale in.

25X1A9a

She is going to appeal.

25X1A9a

Well, the minutes will stand as written.

is supposed to be out there. 25X1A9a

25X1A9a

I heard he was coming. I saw a gentleman sitting out there.

I'll jump over to so we don't keep him here, and that will be case number four. I guess we had better talk a minute about it. I called Les Bush on this one. If you notice in paragraph four Les says he served willingly

~~SECRET~~

and effectively for almost 22 years. His performance has measured up to the highest technical requirements and standards of the Finance Career Service and for this reason they request he be included as a participant. It really doesn't address itself at all to what the man has said. I don't think we can put ourselves in a position of accepting verbatim what the man says from either talking to him or having someone who is associated with him. I feel we have been burned once or twice when we have put someone in based on what he said. They say he only did that once and the rest of the time he sat in the office. This was the transition period, as I recall, in [REDACTED] where they were sort of settling down into a more normal operation. I guess my question is, how much of running around to safe houses and meeting with agents did he really do? So we have him outside and I think we will call him in.

Incidentally, his supervisor is long gone. He was Deputy Finance Officer. Les said he would look around and try to find somebody and, in the meantime, we talk to him.

25X1A9a

. . . [REDACTED] joined the meeting at this point . . .

25X1A9a

[REDACTED] I think that my major reason for asking you to show up here is the Board felt they would like to hear a little more about your duties outside of your office, so to speak. This would sort of include the period when things were changing rather dramatically when they were settling down to a more routine organization?

25X1A9a

[REDACTED] Right.

[REDACTED]: I'd like to hear from you what period of time you ran around to safe houses and how much time?

[REDACTED]

25X1X4

~~SECRET~~

~~SECRET~~

25X1A9a

[REDACTED]: Thank you.

25X1A9a

. . . [REDACTED] withdrew from the meeting at this point . . .

25X1A9a

[REDACTED] For what little help it may be we have been assured by Les

Bush this is the last of the Finance people who served at [REDACTED]

25X1A

25X1A9a

[REDACTED] We have a lot of DDP people in [REDACTED]

25X1A

[REDACTED] We haven't had too much trouble with DDP in [REDACTED]

25X1A

Obviously I'm impressed with the fact he only needs nine months.

He is honest enough to say it's once a month, which probably means once every two months.

25X1A9a

[REDACTED] He was there two years. If he did it once a month that's

24 times and he went to the bank at least 24 times.

25X1A9a

[REDACTED] I don't know how much discussion it needs. Maybe you

all have firm opinions. How do you feel about it?

25X1A9a

[REDACTED] I was reasonably convinced before listening to him.

[REDACTED] I tend to equate this case with our own. It's a little

different but a lot of people we have there in support categories, meaning not real case officers, but assisting case officers. We have many of these border-line cases. I would tend to support him too but feel that it's a rather hairline decision.

25X1A9a

[REDACTED]: To try to get two years is one thing but to try to work

eight months out of two years is sometimes something else.

25X1A9a

[REDACTED] Again, it's the precedent that gets you. The next time

it's going to be some girl who worked for him as a finance clerk and she went out once.

How about you, Vic?

25X1A9a

[REDACTED] I haven't had the full continuity of these cases but I

don't doubt that he behaved in a covert manner and how effective it was I sometimes wonder but basically it seemed to me he would make that general pattern that you set there in support line, yes, but I'm sure he approached this with the same feeling and certainly if you are hauling that much money around unescorted it was hazardous.

25X1A9a

[REDACTED] I'm somewhat gratified by the fact that the DDS Staff is

now trying to do a real job on these and I have noticed Bannerman on subsequent cases said, "I have looked at it and can't really endorse it."

~~SECRET~~

~~SECRET~~

I think we are probably ready for a motion.

25X1A9a

I move we accept it.

Second.

25X1A9a

. . . Motion was then passed designating [REDACTED] as a participant in CIARDS . . .

25X1A9a

25X1A

[REDACTED]: Rember, Harry, when we set up originally there was a committee established prior to setting up the Station and they had agreed at that time it would [REDACTED] We'd get into arguments all the time.

25X1A9a

25X1A9a

[REDACTED] I remember a long plea from [REDACTED] Again, the Board addressed itself to that and said negative, and we turned down many. For example, the COMINT boys. They sat off at another station. They were, in a sense, related but they were [REDACTED] and they sat there listening the way they sit

25X1A

[REDACTED]

Okay, we can go back to A. First, we have nine individuals who have completed their 15 years and meet all the criteria for designation as participants and I would like to have a motion we put these people in the system.

25X1A9a

I move they be designated.

Second.

. . . This motion was then passed . . .

25X1A9a

[REDACTED] Under B we have 33 employees who have completed five years and now complete the criteria for designation as participants.

25X1A9a

I so move.

Second.

~~SECRET~~

~~SECRET~~

. . . This motion was then passed . . .

25X1A9a

25X1A9a

[REDACTED] I have here [REDACTED] from DDS&T, age 50, 22 years Federal service, 19 years Agency service, 77 plus months and he would like to retire the end of this month.

25X1A9a

You knew of this? [addressing [REDACTED]]

25X1A9a

[REDACTED] Yes.

25X1A9a

[REDACTED] Also [REDACTED], age 56, 26 years service and over 100 months overseas and she would like out on 31 November 1970. She is with WH. She is a GS-13 Reports Officer. May I have a motion on these two?

25X1A9a

[REDACTED] I so move.

[REDACTED] Second.

. . . This motion was then passed . . .

25X1A9a

25X1A9a

[REDACTED]: Now we have [REDACTED], case number three.

[REDACTED] We have a problem?

[REDACTED]: Not a terribly serious one. He would like out. He will have his 36 years and 10 months in October 1971 and he would like out now so he could have his one year under Civil Service prior to that time. I don't see any problem on this.

25X1A9a

[REDACTED] He won't be any better off on that date, just thereafter.

[REDACTED] If he retires in December it will be a little more.

25X1A9a

[REDACTED] I think he is just playing it safe. I don't know that that's when he is going to retire but he wants to be in a position from that time forward to be ready. Obviously he doesn't plan to retire before that.

25X1A9a

25X1A9a

[REDACTED] He can work until 1974.

25X1A9a

25X1A9a

[REDACTED] We have taken care of [REDACTED] Case number five, [REDACTED]

[REDACTED] is looking for domestic qualifying service. If he is put into the CIA system he will retire 31 January 1971. He is with the Office of Logistics and he needs ten months of domestic qualifying service. I read absolutely nothing in that that even approaches domestic qualifying service. I'm sure [REDACTED] knows this but the fact that he worked uncompensated overtime and odd and unusual hours and received an IMM for his performance in Vietnam I'm afraid doesn't have much bearing on

25X1A9a

SECRET

domestic qualifying service. The DDS sees it that way as well, and specifically says he cannot endorse his request.

25X1A9a [REDACTED] sort of bothered me. It wasn't until the last reading here doing my homework I noticed he is willing, if not desirous, of talking to the Board, or at least a representative of the Board, and I'm wondering if we shouldn't give him this opportunity. You haven't talked to him?

25X1A9a [REDACTED] No.
[REDACTED] What does he want to talk about -- his wife's health?
[REDACTED] I don't know and I don't know what our decision would be.
If it's less than what he is asking for we would be obliged to at least see what the man has to say. We could talk about it a minute.

25X1A9a [REDACTED] This is [REDACTED]? 25X1A9a

25X1A6a [REDACTED] Yes. It's unusual in that he is a CIARDS man and we are usually pretty tough on that. He is asking for two full years. He obviously has a pretty comfortable sort of situation. He is local to the [REDACTED] area working there and would like to continue. I can't say that it's policy in any way but I think we are probably a little more compassionate even on a mandatory retirement when a man has less than 20 years of service. It's a bit of an argument, although in the system he has a rather short career. He needs another ten months to have even 20 years of service. [REDACTED] has really prayed over this one for quite sometime and came to the conclusion he would recommend one year for the man rather than the two that he has asked for. I'm sure you have all seen this list of his monthly expenses. I find myself wondering what his situation is. Does he live on the base?

25X1A9a [REDACTED] I don't know. 8/50
[REDACTED] I see nothing for mortgage or house other than the \$150
a month upkeep.

25X1A9a [REDACTED] Maybe he owns it outright.
[REDACTED] Even then the taxes seem awfully low. 25X1A6a
[REDACTED] He has been in [REDACTED] since 1958.³⁶
[REDACTED] So he probably owns the house outright. In any event he will obviously have a tough go. How does anyone feel about this?

25X1A9a [REDACTED] I was prepared to go along with Jack's recommendation of a year.

~~SECRET~~

25X1A9a

[REDACTED] I was too.

[REDACTED] As I say Jack really had to worry over this one because he is in tough shape too in terms of ceiling and I'm sure he'd like to see this man leave prior to June 1971 but I do think he feels there is a degree of compassion here and it's rather a small annuity because of only 19 years.

25X1A9a

[REDACTED] Also if these are the facts this fellow's problem won't stop December 1971 either.

25X1A9a

[REDACTED]: But if he gets the word. Up to this point he hopes he gets two years extension and if he gets one here he is going to have to buckle down and make every effort to find something else.

25X1A9a

[REDACTED] I was inclined to go along with Jack, or at least go to 20 years.

25X1A9a

[REDACTED] What is your feeling, since we are giving him less than he asked for, should we give him a day in court before we do it?

25X1A9a

[REDACTED] Yes.

[REDACTED]: I must admit it's a little superficial. Nevertheless, he claims he has some other information which only he can supply and he is reluctant to furnish it in writing.

25X1A9a

[REDACTED] Let's have it.

[REDACTED] We have this documented and we will read it before he comes in next time. Let's get him up here. It might make it easier for us to make a firm decision.

25X1A9a

[REDACTED] How does he schedule 16 hours practical nursing for his wife?

[REDACTED]: He says a practical nurse, but I wonder if it isn't some old lady who comes in and cooks the dinner and helps her for a couple of hours each day.

25X1A9a

[REDACTED] He will be able to save that if he is retired.

[REDACTED] If he retires, yes.

[REDACTED]: He also has \$50 for transportation. If he retires he can save that.

25X1A9a

[REDACTED] Okay, we can move on then to [REDACTED]

[REDACTED] I schedule him for an appearance?

[REDACTED]: Yes, at the next meeting.

25X1A9a

25X1A9a

[REDACTED] wants an extension under Civil Service of 19 months from 31 August -- to March 1973. The key there being she would then have 30 years service. She is a GS-6, clerk typist. I'm inclined to go along.

~~SECRET~~

25X1A9a

~~SECRET~~

██████████ We have put this on a year to year basis. She had one before. She asked then for a longer period. Paul was pretty firm at the time when the other one came up and since then she has gotten a promotion. This is ██████████ 25X1A

25X1A ██████████ production typist problems in ██████████ and she is doing a hell of a good job.

25X1A6a

25X1A9a

██████████ On GS-5 and GS-6 women, I don't have a problem. I think we should probably document for the record the understanding that she would retire 9 March 1973.

25X1A9a

██████████ No, Paul said August 1972.

██████████ In other words, a year.

██████████ You weren't going for the whole bit?

██████████ I would rather see it on the ground Paul wants to keep her.

██████████ If you look at your old memo on this thing that went forward, you put it on a, b, and c -- desire of the office, and shortage of clerical personnel, and the financial situation. The first extension was on three factors and I said, okay. Let's come through that way again.

25X1A9a

██████████ I just can't help but have the feeling we are going to have another. This is seven months and nine days we are talking about.

25X1A9a

██████████ There are two ways to go. Do we say this is the last and no more, or do we go on to March?

25X1A9a

██████████ I would lean a little toward that -- seven months and nine days is what we are talking about if we take it the way she wants. But as a GS-6 clerk typist I'd like to make it terminal. I'm sure you can speak for Jack on this.

25X1A9a

██████████ Okay.

██████████ You mean March 1973 and that is it?

██████████ Yes, that is what she has asked for. We gave her one year and now we are giving her -- and I'm saying we are only seven months, nine days from what she asked for. How about 9 March 1973 with the understanding that she will terminate her employment at that time?

25X1A9a

██████████ On what grounds are we doing it?

██████████ Compassion.

██████████ Not really compassion. Her husband is working. She gets a good annuity. She could probably increase her take-home pay by getting a job in industry.

~~SECRET~~

~~SECRET~~

25X1A9a

[REDACTED] She implies she had to help contribute to the maintenance of her home.

25X1A9a

25X1A

[REDACTED] I'd rather make it that [REDACTED] wants her kept on because of his problems.

25X1A9a

[REDACTED] I think we could make it both. She is in a hard to get category of clerical typists. On that basis do we go for the seven months and nine days and wrap it up or do we want to go for August?

25X1A

25X1A9a

[REDACTED] The one year is perfectly all right with us. That's the way we look at it and that's the way it came through from [REDACTED] and we concurred in it, because we never thought of going beyond the 62 age factor. There is no ceiling problem in this category and won't be, I'm sure.

25X1A9a

[REDACTED] Okay, I'm ready for a motion.

25X1A

[REDACTED] I recommend we do it just as it is presented by [REDACTED] in other words, to August 1972.

25X1A9a

[REDACTED] At which time she will be age so and so.

Terminal?

[REDACTED] No, not terminal.

. . . The discussion then went off the record . . .

25X1A9a

[REDACTED] No nays?

. . . The motion was then passed . . .

25X1A9a

25X1A9a

[REDACTED] We have [REDACTED] requesting an extension under Civil Service retirement system of one year -- 31 July 1972. He is in DDI/CRS, presently a GS-6.

As you undoubtedly learned from reviewing the case he has been reduced from GS-11 to GS-6 and is really a clerical. My own observation is he is sort of hurting more for that additional year of full salary rather than the increase in annuity.

25X1A9a

[REDACTED] Yourman, [REDACTED] handled this case for us.

25X1A9a

[REDACTED] There aren't many we can point to who dropped five grades. He apparently did look for other work and reported back to our external assistance people the best he could get was a GS-3. Apparently his English is very poor.

~~SECRET~~

SECRET

25X1A9a

[REDACTED] Has that interfered with his performance?

[REDACTED] Yes, at that level. The man really realized all this during this period of downgrading. Gene did a beautiful job on this and it was a pretty tough case.

25X1A9a

[REDACTED] How could he reach that level of an ll?

[REDACTED] I guess over the years --

[REDACTED] the record . . .

[REDACTED]: Again, I may not be one hundred percent consistent. We normally don't worry about kids in college but here's a man with two in college. I feel a degree of compassion on this one for one year, taking into consideration the barriers against other employment.

25X1A9a

[REDACTED] At some point he is going to have to go job hunting.

[REDACTED] Yes, he is but he is indicating if he can get this other year and get the boy out of college he could hack it from then on.

How do you feel, Vic?

25X1A9a

[REDACTED] I'm inclined to go along.

[REDACTED] I'll make a motion to go along.

[REDACTED] I'll second.

. . . This motion was then passed . . .

25X1A9a

25X1A9a

25X1A9a

[REDACTED] Now we have [REDACTED] from the Office of Communications.

[REDACTED] It sort of bothers me. I called [REDACTED] on these but each time it's very clear that they just have nothing approaching domestic qualifying service. In most cases they are working in the Signal Center and that is it. So although he needs only seven months I see no option but to put him out of the system.

25X1A9a

[REDACTED] I so move.

[REDACTED] Second.

. . . This motion was then passed . . .

25X1A9a

[REDACTED] Staff, similar case. She too has 49 months and needs only ll more. In her case she is ready and willing to go -- nothing stopping her. At this point I see no choice but to put her out.

25X1A9a

[REDACTED] I so move.

SECRET

SECRET

25X1A9a

[REDACTED]: Second.

. . . This motion was then passed . . .

. . . . The Board adjourned at 3:00 p.m.

SECRET